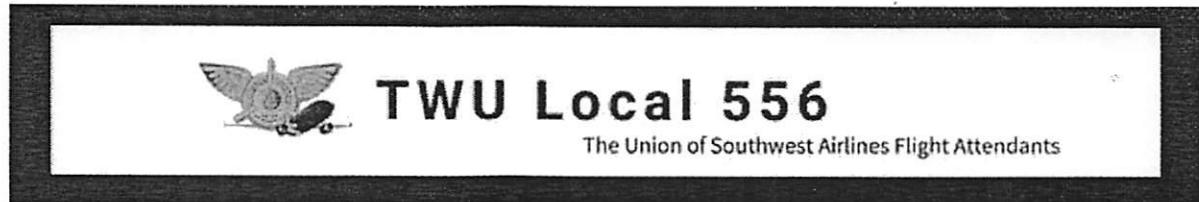


EXHIBIT 4

From: TWU Local 556 <no-reply@twu556.org>
Case 3:17-cv-02278-X Document 383-4 Filed 12/30/22 Page 2 of 2 PageID 10893
Date: December 20, 2022 at 2:59:44 PM CST
To: charlenecarter [REDACTED]
Subject: Legal Notice
Reply-To: TWU Local 556 <no-reply@twu556.org>

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Web Version



On December 5, 2022, a federal court in Dallas, Texas, entered a judgment against Southwest Airlines and the TWU Local 556 in connection with a lawsuit alleging religious discrimination and interference with rights under the Railway Labor Act.

The court ordered TWU Local 556 to email the attached judgment and the jury's verdict. The court also ordered us to inform you that TWU Local 556, under Title VII, may not discriminate based on religious practices and beliefs, including—but not limited to—those expressed on social media and those concerning abortion.

Click [here](#) for judgement filed 12-05-2022

Click [here](#) for jury verdict filed 07-14-2022



The views contained herein do not necessarily represent those of TWU Local 556 or TWU International. The purpose of this email communication is intended only to educate and inform TWU Local 556 Members. It is not intended to officially establish or clarify past practice, Contract language, or grievance/arbitration positions. It is therefore not to be utilized or relied upon by any person or party as evidence of the Union's position on any past practices, Contract language, grievances/arbitrations, or any other disputes or issues between TWU Local 556 and Southwest Airlines.

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